

City of Rocklin Benefits Summary
Fire (Rocklin Firefighters' Union Local 3847)
Term of MOU: 02/01/06 – 01/31/11

Benefit	Employee Cost	City Cost
Bereavement Leave Each employee is eligible for up to 48 hours of bereavement leave following the death of a relative or domestic partner.	None	Paid leave for up to 48 hours per occurrence. Subject to PERS contribution.
Certified Pay (EMT) Regular, full-time employees with a current EMT I certificate receive \$100 per month.	1% of PERS employee contribution.	\$100 per month if hold current certificate. Subject to PERS contribution.
Cost of Living Adjustments (COLAs) Adjustments remaining during current agreement: 08/01/06 4% equity adjustment 02/01/07 4.5% equity adjustment 08/01/07 4.5% cost of living adjustment 02/01/08 3% cost of living adjustment 1% equity adjustment 02/01/09 2.5% cost of living adjustment 08/01/09 2.5% equity adjustment 02/01/10 2.5% cost of living adjustment 08/01/10 2.5% equity adjustment	None	COLAs and/or equity adjustments per schedule to left.
Deferred Compensation The City contributes up to \$100 per month in matching funds for employees who participate in a City-sponsored deferred compensation program.	Enrollment optional	Up to \$100 match per month
Dental Insurance The City pays the full cost of coverage for employee and dependents in the self-funded dental plan.	None	Monthly allocation (including \$5.00 administration fee): \$38.33 employee \$91.18 employee + dependents
Education Incentive Employees with an AA/AS in Fire Science or related field (and meeting certain criteria per the MOU) receive \$70/month.	1% of PERS employee contribution.	\$70 per month if eligible. Subject to PERS contribution.
Employee Assistance Plan The City pays the full cost of coverage for all full-time employees and dependents this plan, which provides confidential counseling and other services.	None	\$3 per month
Flexible Spending Plan The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for health care expenses (up to \$4,000/year) and dependent care expenses (up to \$5,000/year).	Enrollment optional. \$4.70 (health care) and/or \$4.25 (dependent care) per month admin fee paid by employee.	None
Health Insurance A variety of HMO and PPO plans available through CalPERS. City contributes up to \$933.34 per month for calendar year 2006 for active employees and their dependents. Retiree medical insurance coverage also available (contribution amount based on a variety of factors).	Any premium amount over the City's contribution	Up to \$933.34 allocation per month, based on lowest cost HMO available through CalPERS, family coverage plus \$10.

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Holidays Employees are credited with 96 hours of holiday time off at the beginning of each calendar year. Hours not used by the last pay period in November are cashed out.	1% of PERS employee contribution.	96 hours of holiday time off per year. Subject to PERS contribution.
Hours of Work (24 hour shifts) 24 hour shifts begin and end at 7:00 am, and are scheduled on, off, on, off, on, and then 96 hours off duty. Regular, full-time employees who work 24 hour shifts are paid for 112 regular hours per pay period regardless of number of scheduled hours worked (may be between 96 and 144, depending upon how the shifts fall).	N/A	N/A
Life Insurance The City pays the full cost for \$20,000 life and accidental death and dismemberment coverage for the employee only. The Firefighter's Association offers additional life and long term disability insurance, and the City pays each employee \$24 per month to help pay for such insurance.	Any premium for additional life and/or LTD over the City's contribution of \$24.	\$4.20 per month for City-paid life insurance and \$24 per month to help cover cost of additional life and/or long term disability insurance through Union.
Longevity Pay Eligible after years of service with department (two of which have to be at top step of classification) as follows: <div style="margin-left: 40px;">7 years 2.5% of base pay</div> <div style="margin-left: 40px;">10 years 5% of base pay</div> If employee currently receiving longevity is promoted, then the new base rate will be at least 5% above current base plus longevity, and employee is eligible for longevity again after one year of service at the top step of the promotional class.	1% of PERS employee contribution.	2.5% - 5.0% of base pay. Subject to PERS contribution.
Out-of-Class Pay Approved assignments to a higher classification for at least 24 hours qualify employee to receive 5% of base pay for all hours worked in the acting assignment. Assignments after the initial 24 hours must be at least 12 consecutive hours in length.	1% of PERS employee contribution.	5% of base for all hours worked in approved assignment. Subject to PERS contribution.
Premium Pay Since the City has adopted a 24-hour shift schedule (as outlined above), hours scheduled to be worked in each 28 day work period will vary between 216 and 240 hours. To comply with FLSA, Premium Pay at ½ of base rate will be paid once every four weeks for all hours worked (or paid) in excess of 212 hours in the 28 day work period.	1% of PERS employee contribution.	½ of base for all hours worked in excess of 212 hours in the 28 day work period. Subject to PERS contribution.

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Retirement – State of California Public Employees' Retirement System (PERS) The City maintains membership with PERS, with a 3% @ 50 calculation for sworn Fire. Special contract provisions: 1959 Survivor's Benefit 3 rd Level and Credit for Unused Sick Leave.	Employee pays 1% of the 9% employee contribution, plus \$2 per month for 1959 Survivor.	City picks up 8% of the 9% employee contribution. City's employer contribution for fiscal year 05/06 is 21.145% for sworn Fire.
Sick Leave Employees assigned to 56 hour work weeks accrue 144 hours and employees assigned to 40 hour work weeks accrue 96 hours sick leave per year. Six month waiting period to use sick leave. There are no accrual limits. Upon retirement all hours are converted to service credit.	1% of PERS employee contribution.	Paid leave for up to 144 hours or 96 hours per year, depending upon shift assignment. Subject to PERS contribution.
Social Security The City does not participate in the Social Security portion of FICA, but does participate in the mandatory Medicare portion (for employees hired after 03/31/86).	1.45% tax for Medicare only	1.45% tax for Medicare only
State Disability Insurance The City contributes the premium/tax for the State Disability Insurance (SDI) program offered through the State of California Employment Development Department (EDD). Premium also provides coverage under the new paid family medical leave program. Seven day waiting period for benefits. Benefit is integrated with paid leave through the City payroll.	None	City pays .8% tax on behalf of employee until employee reaches annual maximum taxable salary (currently \$79,418)
Tuition Reimbursement Employees eligible for tuition and related expense reimbursement for completing approved coursework at an accredited college level or approved Fire Safety institution. Tuition, required textbooks and supplies, parking permits, and other related expenses qualify. Maximum amount eligible for reimbursement is up to \$450 per fiscal year.	Tuition and expenses over the City's allocation.	Up to \$450 per fiscal year
Uniform Allowance Employee receives \$580 per year for purchase and maintenance of uniform.	1% of PERS employee contribution.	\$580 per year. Subject to PERS contribution.

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<p>Vacation Employee is not eligible to use vacation leave until he/she has worked 12 continuous months of service. Accrual schedule for employees working 56 hrs/wk:</p> <table> <tr> <th><u>Year</u></th><th><u>Hours/year</u></th><th><u>Max Accrual</u></th></tr> <tr><td>0-1</td><td>178</td><td>200 hours</td></tr> <tr><td>1-2</td><td>213</td><td>240 hours</td></tr> <tr><td>2-3</td><td>224</td><td>260 hours</td></tr> <tr><td>3-4</td><td>235</td><td>280 hours</td></tr> <tr><td>5</td><td>258</td><td>300 hours</td></tr> <tr><td>10</td><td>291</td><td>340 hours</td></tr> <tr><td>15+</td><td>315</td><td>340 hours</td></tr> </table> <p>Accrual schedule for employees working 40 hrs/wk:</p> <table> <tr> <th><u>Year</u></th><th><u>Hours/year</u></th><th><u>Max Accrual</u></th></tr> <tr><td>0-1</td><td>98</td><td>200 hours</td></tr> <tr><td>1-2</td><td>122</td><td>200 hours</td></tr> <tr><td>2-3</td><td>130</td><td>200 hours</td></tr> <tr><td>3-4</td><td>138</td><td>200 hours</td></tr> <tr><td>5</td><td>154</td><td>200 hours</td></tr> <tr><td>10</td><td>178</td><td>200 hours</td></tr> <tr><td>15</td><td>186</td><td>200 hours</td></tr> </table>	<u>Year</u>	<u>Hours/year</u>	<u>Max Accrual</u>	0-1	178	200 hours	1-2	213	240 hours	2-3	224	260 hours	3-4	235	280 hours	5	258	300 hours	10	291	340 hours	15+	315	340 hours	<u>Year</u>	<u>Hours/year</u>	<u>Max Accrual</u>	0-1	98	200 hours	1-2	122	200 hours	2-3	130	200 hours	3-4	138	200 hours	5	154	200 hours	10	178	200 hours	15	186	200 hours	<p>None</p>	<p>Paid leave varies by years of service.</p>
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<p>Vision Insurance The City pays the full cost of coverage for employee and dependents in the self-funded vision plan.</p>	<p>None</p>	<p>Monthly allocation including \$2.00 administration fee: \$9.82/mo. employee only \$17.53 employee plus one \$22.01 employee plus family</p>																																																